

Business

Maryland Workforce Exchange (MWE)

A Tool for Businesses



- *Build company profile*
- *Post open positions*
- *Search for candidates*
- *Labor market information*

Mwejobs.Maryland.gov

Business Services


- Labor recruitment and development
- Assessments
- Wanted Analytics—up to date real time labor data
- Rapid Response
- Open job orders with local, state and national access
- On-the-job Training
- Information and referrals to specialized business services
- Assist in recruiting, pre-screening and refer qualified candidates
- Customized training
- Facilitate customized recruitments
- Provide facilities for customized training
- Lay-off aversion
- Incumbent worker training
- Developing, convening or implement industry or sector partnerships

Business Services

- **Developing Industry partnerships, regional skills alliances, industry skill panels, and sectoral skills partnerships**
- **Customized assistance, and in development of a registered apprenticeship program**
- **Working with employers on innovative initiatives as needed such as, Career pathways, Skills upgrading, Skill standard development, Certification for post-secondary credentials**
- **Marketing business services to employers**
- **Assisting employers with local, state, and federal tax credits**



Human Resource Consulting Services

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- A large crowd of people is seen from behind, walking across a vast field of blue flowers. The field is covered in small, vibrant blue blossoms, and the people are scattered across it, some walking in groups and others alone. The sky is a clear, bright blue, and the overall scene is one of a popular outdoor destination.
- **Writing/Reviewing job descriptions**
 - **Analyzing employee turnover**
 - **Explaining labor laws to help employers comply with wage/hour and safety/health regulations**
 - **Customized Labor Market information for specific employers, sectors, industries or clusters**



Lay-off Aversion

There is funding available for upskilling incumbent workers

Rapid Response

There is a team to help those that will be displaced to focus on reemployment, resume assistance, workshops, and referrals to specific job opportunities.

A close-up photograph of a man with a mustache and dark hair, wearing a dark blue shirt, looking intently at a task. He is in a workshop setting, with a large, dark, circular metal component visible on the left side of the frame. The background is blurred, showing other workshop elements and a blue light source.

Work Based Training Activities

- On-the-Job Training
- Registered Apprenticeship
- Customized Training
- Incumbent Worker Training
- Employer & Worker Eligibility
 - Bad Employers



On-the-Job Training (OJT) is provided:

- *Under a contract with an employer*
- *Can be public, private non-profit, or private sector*
- *For occupational training*
- *In exchange for 50% wage reimbursement (can be up to 90% in some cases)*

OJT is limited to:

- *The participant's individual employment plan*
- *The time needed for a participant to become proficient in the occupation trained for*

Customized Training

Training that meets an employer's or group of employer's requirements where the employer commits to hire the participant(s) upon completion of training and pays 50% of the cost of training.



A man with glasses and a dark shirt is sitting at a desk, smiling while looking at a laptop. The desk has a keyboard, a small potted plant, and some papers. The background is slightly blurred, showing an office environment. A semi-transparent dark overlay covers the entire image, with white text placed over it.

Incumbent Worker Training

Designed to meet the needs of an employer/group of employers

- *To retain a skilled workforce*
- *Avert the need to lay off employees*
- *Assist the workers to get the skills necessary to retain employment*
- *Conducted with a commitment by the employer to retain or avert layoffs of the incumbent worker trained*

20% of the dislocated worker allotment is set aside for incumbent worker training. States can use their activities funds, or Rapid Response funds. Funding amounts range from 50-90% based on the size of the company.

Registered Apprenticeship

A healthcare worker in blue scrubs and a hairnet is pushing a baby in a clear incubator down a hospital hallway. The hallway has large windows on the left and a white wall on the right. Other people are visible in the background.

Any Industry Can Become a Registered Apprenticeship

OJT funds and Individual Training Accounts(ITA's) can be used to support a Registered Apprenticeship

Bad Employers

- *Do not re-contract with companies who have not retained OJT participants*
- *Provided long term employment*
- *Treated OJT participants the same as regular employees*
- *Failed to provide supervision and training as contracted*

Business Eligibility

- *Must be in “Good Standing” with the State*
- *Must be a W-2 employer*
- *Must agree to fair labor laws and EEO laws*

Mobile Career Center (MCC)



Funded by the American Reinvestment & Recovery Act
US Department of Labor

- **Rapid response**
- **Customized Recruitments**
- **Community Events**
- **Job Fairs**

Questions?





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